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Ministry of Labour
Labour Management Services
Collective Bargaining Information Services

Ontario Collective Bargaining Agreement Expirations

2005



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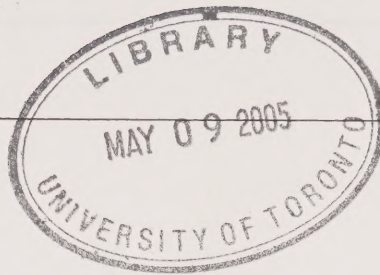


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Foreword

This *Ontario Collective Bargaining Agreement Expirations* report is the thirty-eighth annual report on collective agreement expirations produced by Collective Bargaining Information Services (CBIS).

The information in this report is derived from the database of CBIS as of **December 9, 2004.**

Detailed tables and listings of year 2005 expirations by industry, union, and bargaining unit size are available from CBIS.

The names of employers, bargaining agents, and the number of employees listed for each expiry reflect information received by CBIS at the time of ratification of the most current collective agreement. Bargaining situations resulting from recent or future Ontario Labour Relations Board decisions, or expired agreements that have not been ratified as of the publication date are excluded.

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Executive Summary

The *Ontario Collective Bargaining Agreement Expirations* report provides an overview of the expected collective bargaining activity in Ontario for 2005. The key findings of this report are summarized as follows:

- Collective bargaining activity for 2005 will involve 2,128 collective agreements covering approximately 328,228 employees. Compared to 2004, the number of agreements expiring in 2005 represents a 34% decrease. However, due to the overwhelming number of agreements that remain unsettled from 2004, bargaining activity will be very high.
- The majority of agreements in 2005 will expire during the months of March, June, August, and December, in the health and welfare, education and related services, and local government sectors. In terms of the number of employees, most bargaining activity will occur during the months of March, August, September, and December, affecting workers in health and welfare, education and related services, transportation equipment, and local government.
- Public sector agreements, which account for almost 39% of all agreements expiring in 2005, cover approximately 47% of all employees in both public and private sectors.
- Of the 824 public sector agreements expiring in 2005, a total of 726 or 88% of these agreements are in health and welfare (52%), local government (20%), and education and related services (16%). Of the 154,139 public sector employees whose agreements expire in 2005, a total of 122,260 workers or 79%, are employed in education and related services (33%), health and welfare (26%), local government (12%), and provincial government (8%).
- Major negotiations in the broader public sector (BPS) for 2005 include community services (March), school board support (August), urban transit (March), hospital support (March), Liquor Control Board of Ontario (March), and Workplace Safety and Insurance Board (March).
- Key negotiations in the private sector include the Big Three Auto Makers: DaimlerChrysler, Ford Motor, General Motors (September), Cara and various Independent Franchises (Swiss Chalet) (May), Group 4 Falck Canada (November), and Pharma Plus Drugmarts (January).
- Under federal jurisdiction, the following Canada-wide agreements will expire in 2005: Bell Canada (May), Canadian Film and TV Production Association (December), National Research Council of Canada (February/April), as well as the Treasury Board of Canada (April/September).
- Major unions, representing the largest number of employees covered by agreements expiring in 2005, include the Canadian Auto Workers, Canadian Union of Public Employees, Ontario Public Services Employees Union, United Steelworkers of America, and United Food and Commercial Workers.

Ontario Collective Bargaining Agreement Expirations, 2005

Key Negotiations in 2005*

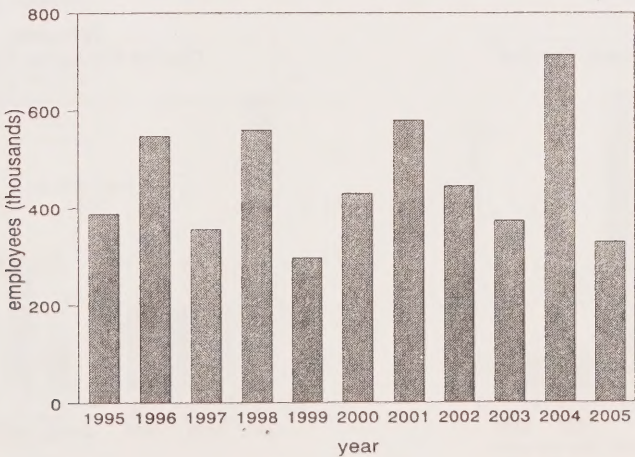
MTH	EMPLOYER/SECTOR	UNION(S)	EMPLS
Jan	Pharma Plus Drugmarts	UFCW	2,012
Mar	Community Services	Various	13,020
	Hospitals (support)	Various	9,054
May	Canadian Red Cross Society (homemakers)	SEIU	3,200
	Ontario Council of Teaching Hospitals	Internes & Residents Assn.	2,400
	Ottawa Hospital	OPSEU	2,000
	Municipalities	Various	4,542
	Hydro One	CUPE & Energy Society	3,900
	Liquor Control Board of Ontario	Ont. Liquor Board Empls.	5,000
	Toronto Transit Commission	ATU-Intl. & CUPE	8,153
	Workplace Safety & Insurance Board	CUPE	3,370
	Cara & Various Ind. Franchises (Swiss Chalet)	UFCW	4,000
Jun	University of Toronto (casual, staff appointed)	USWA	4,300
	College Compensation & Appointments Council (academic & support)	OPSEU	14,982
Sep	Big Three Automakers (DaimlerChrysler, Ford Motor, General Motors)	CAW	46,178
Nov	Group 4 Falck Canada	UFCW	2,590
Dec	Ontario Govt. Provincial Police (uniform, civilian)	Ont. Provincial Police Assn	7,680
Federal Jurisdiction: Bell Canada (May), Canadian Film & TV Production Assn. (Dec.), National Research Council of Canada (Feb./Apr.), and Treasury Board of Canada (Apr./Sep.)			

* Reflects information received as of date of ratification of current agreement.

According to information received by Collective Bargaining Information Services (CBIS), 2,128 collective agreements covering 328,228 Ontario-based employees are scheduled to expire in 2005. These expiring agreements represent 22% of the 9,627 agreements currently on file with the Ministry of Labour and affect 21% of the 1,581,808 employees covered. Compared to 2004, the number of agreements expiring in 2005 represents a 34% decrease and the number of employees covered in 2005 represents a 54% decrease from 2004 (Figure 1). Despite the drop in number of agreements expiring in 2005, it should be noted that 2,681 agreements remain unsettled from last year. Of the agreements unsettled from 2004, 1,051 agreements are in health and welfare services, 384 agreements are in education and related services, and 180 agreements are in local government.

Of the collective agreements scheduled to expire in 2005, 39% are public sector agreements, covering 47% of the total employees in both the public and private sectors. In the public sector, the level of bargaining activity will be concentrated in education and related services, health and welfare, as well as local government. In addition, public sector negotiations continuing from 2004 will impact on the extent of bargaining. As of December 9, 2004, outstanding settlements include various school board agreements, various hospitals, nursing homes, homes for the aged, and other health services, the Government of Ontario (AMAPCEO, OPSEU, and Crown Attorney/Law Officers, which represent approximately 50,300 employees), and various municipal agreements.

Figure 1: Ontario Collective Agreement Expirations, Employees Covered, 1995 — 2005



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

As mentioned, public sector agreements expiring in 2005 will be concentrated in health and welfare, education and related services, and local government. In the health and welfare sector, the Canadian Red Cross Society, the Ontario Council of Teaching Hospitals, the Ottawa Hospital, the Centre for Addiction and Mental Health, as well as various hospital support services will be negotiating. In education and related services, major negotiations include various universities, school board support, and the College Compensation and Appointments Council. In the municipal sector, negotiations will take place in various municipalities, specifically with police services boards.

In 2005, the private sector will account for 61% of all expiring agreements, affecting 53% of all employees covered by these agreements. Private sector expiries will be concentrated in transportation equipment, retail trade, as well as the food and beverage industries. In particular, the transportation equipment sector expiries include the Big Three Auto makers (DaimlerChrysler, Ford Motor, General Motors), while retail trade agreements include Pharma Plus Drugmarts and No Frills Franchise stores (Tables 2 and 3).

Economic Setting

In 2005, private-sector economists forecast that the most likely path for the Ontario economy is one of continued moderate growth. However, they caution that external factors such as high oil prices, the health of the U.S. economy and

the appreciation of the Canadian dollar pose risks that must be considered. The average projection in the survey of private-sector forecasters conducted by the Ministry of Finance¹, calls for Ontario's Real Gross Domestic Product (GDP) to rise by 2.5% in 2004 and 3.1% in both 2005 and 2006 (Figure 2).

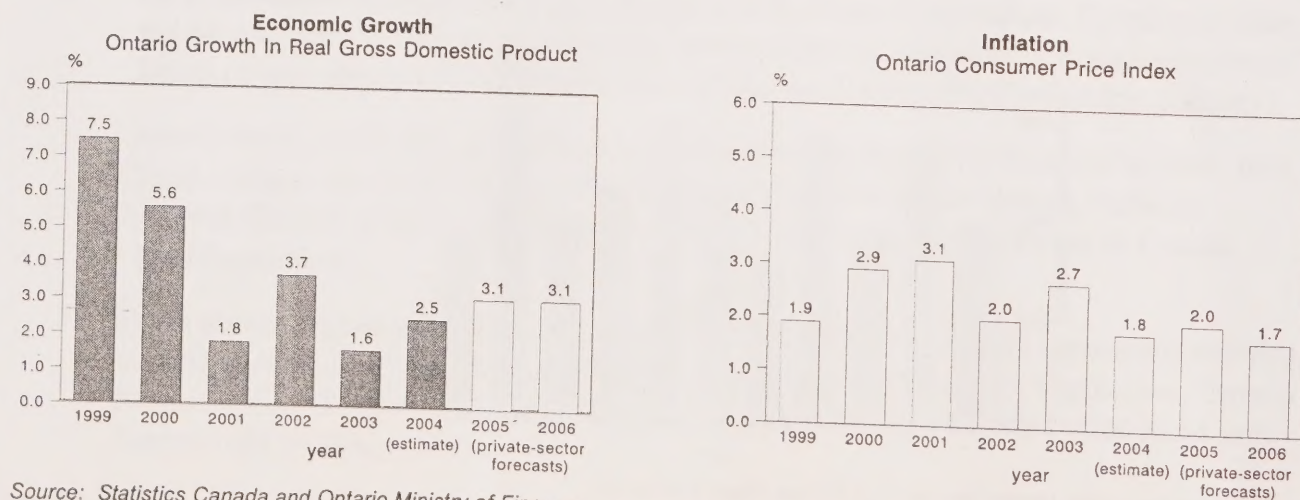
The annual inflation rate as measured by the Ontario Consumer Price Index (CPI) is estimated at 1.8% for 2004, down from 2.7% in 2003. Private-sector forecasters expect inflation to rise to an average rate of 2% in 2005, and then drop to 1.7% in 2006 (Figure 2).

The estimated national unemployment rate for 2004 is 7.2%, down from 7.6% in 2003. Ontario's unemployment rate is projected to decline slightly from 7% in 2003 to 6.8% in 2004. Private-sector forecasters expect that Ontario's unemployment rate will drop to 6.6% in 2005 and to 6.3% in 2006.

During the first 10 months of 2004, the annual increase in base wage rates for collective agreements covering 200 or more employees averaged 2.8%, a drop from 3.1% in 2003. Wage increases for the public and private sectors were substantially closer in 2004, compared to 2003 and varied by less than 1%. The average annual private sector wage settlements for the first 10 months of 2004 was 2.6%, an increase from 1.8% reported in 2003. The increase was due mainly to settlements in the manufacturing and construction

¹ Ministry of Finance, Ontario Survey of Economic Forecasts (December 2004)

Figure 2: Selected Economic Indicators, 1999 — 2006



sectors. In the public sector, wage settlements averaged 3.3% for the first 10 months in 2004 compared to 3.5% in 2003, remaining relatively unchanged.

The Conference Board of Canada reports that the top negotiation issues for both union and management for 2005 will be pensions, health and other benefits, followed by wages and employment security for unions and flexible work practises and wages for management. As for projected wage increases, an average rise of 2.4% is expected for public sector employees, compared to 2.9% for private sector employees².

Activity by Month

Collective agreements expiring in March, August, September, and December will cover the largest number of employees, representing 68% of the total for 2005 (Figure 3). The expiries for the month of March covers the largest number of employees who are mainly in health and welfare services, followed by the transportation sector. Employees in education and related services comprise the majority of employees whose agreements expire in August. As for the months of September and December, 78% of employees whose agreements expire in September are in the transportation sector, while 24% of employees whose agreements expire in December are in local government, followed by 18% in provincial government.

In terms of the number of collective agreements expiring in 2005, most activity will be focused in March (health and

welfare), June (health and welfare), August (education and related services), and December (health and welfare and local government) (Figure 3).

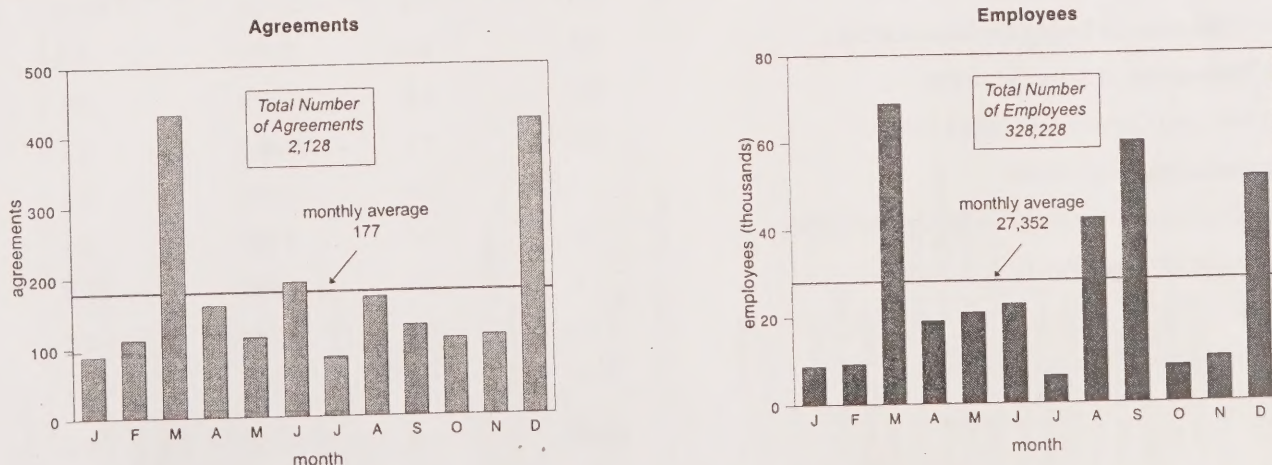
Activity by Industry

The main concentration of bargaining activity in 2005 will take place in the non-manufacturing sector as a result of the large number of agreements expiring in health and welfare services, local government, followed by education and related services. A total of 1,528 collective agreements will be expiring in the non-manufacturing sector, accounting for 72% of all agreements expiring in 2005. As for the number of employees, non-manufacturing agreements cover 217,278 employees or 66% of all employees covered by expiring agreements. Of the non-manufacturing agreements expiring in 2005, the broader public sector (BPS) accounts for 50% of agreements and covers 61% of all non-manufacturing employees.

Of all the agreements expiring in 2005, the manufacturing sector accounts for 28%, covering 34% of all employees. Collective bargaining will be concentrated in fabricated metals, wholesale trade, transportation, followed by food and beverage. When combined, these sectors account for 59% of all manufacturing agreements. The largest number of employees covered by manufacturing agreements expiring in 2005 will be in transportation equipment (51%), followed by transportation (17%), food and beverage (10%), and fabricated metals (8%).

² The Conference Board of Canada, *Compensation Planning Outlook 2005*

Figure 3: Monthly Bargaining Activity, 2005



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

Private sector agreements account for 61% of all agreements scheduled to expire in 2005, compared to 26% of agreements that expired in 2004. Major private sector bargaining will include:

- *Transportation Equipment:* Big Three Auto makers (DaimlerChrysler, Ford Motor, General Motors)
- *Communications:* Bell Canada and Canada Post Corporation
- *Electrical, Gas, Water:* Hydro One
- *Retail Trade:* Pharma Plus Drugmarts
- *Management Services:* Group 4 Falck Canada
- *Accommodation, Food Services:* Cara and various Independent Franchises (Swiss Chalet)

Major public sector negotiations in 2005 will take place in the following sectors:

Transportation: Toronto Transit Commission and Ottawa-Carleton Regional Transit Commission

Retail Trade: Liquor Control Board of Ontario

- *Education and Related Services:* various school board support, various universities, College Compensation and Appointments Council
- *Health and Welfare:* various hospital support services, Canadian Red Cross Society, Ontario Council of Teaching Hospitals, and Ottawa Hospital
- *Recreational Services:* Canadian Film and TV Production Association
- *Provincial Government:* Workplace Safety and Insurance Board and Ontario Provincial Police
- *Municipal Government:* various municipalities and police services

Activity by Union

A total of 81 unions will be bargaining on behalf of all employees whose agreements expire in 2005. In terms of the number of employees, 75.5% of the total are represented by 10 unions (Table 1). The Canadian Union of Public Employees (CUPE) will be negotiating the largest number of agreements at 16.2% of the total number, while the Canadian Auto Workers (CAW-Canada) will be representing the largest number of employees at 24% of the total number. ■

Table 1: Unions with Year 2005 Collective Agreement Expiries Covering the Largest Number of Employees

Union	Agreements	% of Total Expiring Agreements	Employees	% of All Employees with Expiring Agreements
Canadian Auto Workers (CAW - Canada)	226	10.6	78,770	24.0
Canadian Union of Public Employees (CUPE)	345	16.2	50,925	15.5
Ontario Public Service Employees Union (OPSEU)	131	6.2	29,011	8.8
United Steelworkers of America (USWA)	235	11.0	25,967	7.9
United Food and Commercial Workers (UFCW)	166	7.8	21,408	6.5
Amalgamated Transit (ATU-Intl)	7	0.3	10,843	3.3
Service Employees International Union Canada (SEIU)	85	4.0	8,767	2.7
Ontario Provincial Police Assn.	2	0.1	7,680	2.3
Police Assn.	34	1.6	7,404	2.3
International Brotherhood of Teamsters	121	5.7	7,333	2.2
Total	1,352	63.5	248,108	75.5

Source: Collective Bargaining Information Services, Ontario Ministry of Labour

Table 2: Ontario Collective Bargaining Agreements Expiring in 2005, Number of Agreements by Month and Industry

INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	29	48	55	67	43	64	28	35	55	41	56	79	600
Food, Beverage	8	4	13	7	3	9	2	2	3	3	7	13	74
Tobacco Products	0	0	0	2	0	0	0	0	0	0	0	0	2
Rubber, Plastics	1	4	3	6	7	3	2	3	3	3	1	6	42
Leather	0	0	2	0	0	0	0	0	0	0	0	0	2
Textile	1	2	1	1	1	0	1	2	1	1	0	2	13
Knitting Mills	0	0	1	0	0	0	0	0	0	2	0	0	3
Clothing	1	1	0	4	1	0	0	2	1	0	2	2	14
Wood	1	0	4	1	1	4	2	2	1	0	3	5	24
Furniture, Fixtures	0	2	2	2	1	1	1	0	4	1	2	3	19
Paper	0	4	3	4	0	4	1	1	4	1	2	8	32
Printing, Publishing	1	2	2	9	4	5	2	1	0	5	0	7	38
Primary Metals	0	1	0	3	1	3	2	2	6	3	6	3	30
Fabricated Metals	8	10	10	10	7	17	5	7	5	9	12	6	106
Machinery	2	4	1	6	2	3	2	1	3	3	5	5	37
Transportation Equipment	0	5	2	1	6	4	2	5	9	5	7	6	52
Electrical Products	1	4	2	2	2	1	0	2	6	1	0	3	24
Non-metallic Minerals	3	3	6	4	3	4	3	1	5	1	7	2	42
Petroleum, Coal	0	0	0	0	2	0	0	0	1	0	0	0	3
Chemicals	1	2	3	4	1	4	1	3	3	2	1	6	31
Other Manufacturing	1	0	0	1	1	2	2	1	0	1	1	2	12
TOTAL NON-MANUFACTURING	60	64	377	93	71	128	57	135	74	69	58	342	1,528
Agriculture	0	0	0	0	0	0	0	1	0	0	0	0	1
Forestry	0	0	0	0	0	0	0	6	0	0	0	2	8
Mining, Quarrying	0	3	1	3	1	1	1	2	3	4	3	1	23
Transportation	7	6	20	7	5	6	1	7	5	4	2	16	86
Storage	2	2	3	0	0	1	0	0	0	0	0	3	11
Communications	0	0	2	0	1	2	0	1	0	0	0	3	9
Electric, Gas, Water	2	1	17	7	10	6	2	1	5	4	1	18	74
Wholesale Trade	8	9	5	8	1	9	5	4	8	10	9	10	86
Retail Trade	8	13	5	6	7	7	2	10	6	11	14	12	101
Finance, Insurance Carriers	1	0	0	0	0	1	0	0	0	1	0	4	7
Real Estate, Insurance Agencies	2	3	5	4	5	8	0	2	1	1	5	11	47
Education, Related Services	2	1	17	8	1	18	2	63	0	0	2	17	131
Health, Welfare Services	7	5	207	13	15	28	11	10	23	13	6	94	432
Recreational Services	2	1	1	3	2	5	1	1	1	2	1	9	29
Management Services	0	3	8	1	1	3	1	2	1	2	2	9	33
Personal Services	1	0	4	2	0	4	2	0	2	0	0	5	20
Accommodation, Food Services	9	4	7	9	7	3	9	5	6	6	3	8	76
Other Services	4	11	14	7	8	15	14	7	7	8	8	27	130
Federal Government	0	1	0	2	0	0	0	1	1	0	1	0	6
Provincial Government	0	0	1	0	0	2	0	0	0	0	0	4	7
Local Government	5	1	45	4	3	6	5	1	4	3	0	87	164
Construction	0	0	15	9	4	3	1	11	1	0	1	2	47
ALL INDUSTRIES	89	112	432	160	114	192	85	170	129	110	114	421	2,128

Table 3: Ontario Collective Bargaining Agreements Expiring in 2005, Number of Employees Covered by Month and Industry



INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	2,695	5,229	5,135	7,397	6,293	8,865	2,367	3,910	51,609	3,603	5,511	8,336	110,950
Food, Beverage	1,025	272	1,160	1,888	984	2,107	31	144	656	155	582	2,437	11,441
Tobacco Products	0	0	0	50	0	0	0	0	0	0	0	0	50
Rubber, Plastics	79	769	322	784	1,210	618	82	245	355	143	108	380	5,095
Leather	0	0	313	0	0	0	0	0	0	0	0	0	313
Textile	2	204	96	140	92	0	190	154	11	210	0	533	1,632
Knitting Mills	0	0	108	0	0	0	0	0	0	650	0	0	758
Clothing	75	8	0	245	10	0	0	120	3	0	132	74	667
Wood	36	0	282	101	10	173	211	362	246	0	247	572	2,240
Furniture, Fixtures	0	459	431	115	13	54	85	0	266	9	120	273	1,825
Paper	194	79	115	586	0	340	80	7	1,216	49	84	1,005	3,894
Printing, Publishing	0	191	0	186	50	805	77	60	0	97	0	233	1,758
Primary Metals	737	788	324	937	557	261	448	331	667	391	539	210	3,418
Fabricated Metals	27	110	70	1,029	57	1,400	212	1,433	427	802	862	399	8,878
Machinery	0	1,426	217	100	2,585	562	126	754	46,618	79	441	91	2,707
Transportation Equipment	75	295	490	83	365	69	524	754	46,618	686	1,545	560	56,775
Electrical Products	164	142	1,082	243	114	477	123	10	565	187	0	1,065	3,248
Non-metallic Minerals	0	0	0	0	19	0	0	0	255	9	299	49	2,967
Petroleum, Coal	78	74	117	633	10	192	47	130	138	92	17	394	1,925
Chemicals	203	0	0	122	23	47	131	36	141	44	535	61	1,202
Other Manufacturing									0				
TOTAL NON-MANUFACTURING	6,255	4,172	63,731	11,585	14,542	13,886	3,925	38,342	8,133	4,762	4,762	43,083	217,278
Agriculture	0	0	0	0	0	0	0	5	0	0	0	0	5
Forestry	0	0	0	0	0	0	0	1,250	0	0	0	125	1,375
Mining, Quarrying	0	313	135	60	15	65	261	65	693	445	18	17	2,087
Transportation	250	167	12,609	1,091	460	474	10	1,004	1,000	1,339	67	792	19,263
Storage	36	248	88	0	0	16	0	0	0	0	0	240	628
Communications	0	0	1,469	0	7,200	393	0	8	0	0	0	1,500	10,570
Electric, Gas, Water	54	25	5,334	161	361	432	30	7	263	83	26	1,465	8,241
Wholesale Trade	172	1,173	641	493	90	298	251	208	254	470	243	505	4,798
Retail Trade	3,220	716	5,594	633	208	599	779	464	1,647	298	596	322	15,076
Finance, Insurance Carriers	11	0	0	0	0	16	0	0	0	12	0	79	118
Real Estate, Insurance Agencies	18	192	64	13	51	68	0	131	42	124	37	1,088	1,828
Education, Related Services	73	130	1,341	5,178	200	7,097	1,315	32,421	0	0	281	2,492	50,528
Health, Welfare Services	507	140	26,153	813	1,262	1,523	505	734	1,446	727	407	6,681	40,898
Recreational Services	881	123	4	153	26	1,406	7	20	23	52	30	3,709	6,434
Management Services	0	59	184	60	7	115	1	6	175	795	2,627	1,257	5,286
Personal Services	40	0	150	6	0	147	268	0	18	0	0	64	693
Accommodation, Food Services	500	163	703	874	4,571	110	197	912	190	171	208	287	8,886
Other Services	41	194	423	94	74	318	218	337	154	186	177	1,178	3,394
Federal Government	0	500	0	1,081	0	0	0	94	2,113	0	35	0	3,823
Provincial Government	0	0	3,370	0	0	523	0	0	0	0	0	9,030	12,923
Local Government	452	29	4,542	144	75	267	75	106	113	60	0	12,222	18,085
Construction	0	0	927	731	42	19	8	570	2	0	10	30	2,339
ALL INDUSTRIES	8,950	9,401	68,866	18,982	20,935	22,751	6,292	42,252	59,742	8,365	10,273	51,419	328,228